

Article ____
COMPENSATION AND PAYROLL

Section 1. Stipended/salaried RAs

a. Effective July 1, 2019, the minimum annual stipend/salary rate for RA 1s and RA 2s (as defined in Article ____ Titles and Classifications) shall be the following (assuming a typical workload as defined by their employing unit, provided that such a typical workload does not exceed the maximum workload expectations as defined in Article ____ Workload):

Business --	\$46,440
Life Sciences --	\$42,691
Physical Sciences --	\$40,967
Others --	\$38,343

b. Minimum stipend/salary rates shall be prorated for 10-month or shorter appointments accordingly.

c. On July 1 of each subsequent year, the University shall increase the pay rates for SWs covered under this section by 4.25% or the rate of inflation (as defined by CPI-U), whichever is greater.

Section 2. Salaried TFs:

a. Effective July 1, 2019, the minimum salary rates for TFs (as defined in Article ____ Titles and Classifications) teaching one section for one semester (assuming a typical workload as defined in Article ____ Workload) shall be the following.

Business --	\$9,819
Life Sciences --	\$9,026
Physical Sciences --	\$8,662
Others --	\$8,143

b. Based on the rates listed in Section 2(a) above, a TF who teaches two sections (assuming a typical workload as defined in Article ____ Workload) for two semesters will earn the following minimum compensation:

Business --	\$39,276
Life Sciences --	\$36,104
Physical Sciences --	\$34,648
Others --	\$32,572

c. Minimum stipend/salary rates for TFs with other workload expectations (or other duties but the same workload expectations as teaching one or two sections) shall be set in proportion with the maximum workload expectation relative to a standard appointment, as defined in Article ____ Workload.

- d. In courses that do not have a Head TF, faculty may designate a TF1 with additional administrative duties. Such designation will come with additional compensation.
- e. On July 1 of each subsequent year, the University shall increase the pay rates for SWs covered under this section by 5.0% or the rate of inflation (as defined by CPI-U), whichever is greater.

Section 3. Hourly SWs:

- a. Effective July 1, 2019, the minimum hourly rates for hourly SWs shall be the following:

Business --	\$34.00
Life Sciences --	\$31.50
Physical Sciences --	\$30.00
Others --	\$28.00
- b. On July 1 of each subsequent year, the University shall increase the hourly rates by 4.25% or the rate of inflation (as defined by CPI-U), whichever is greater.

Section 4. In programs and departments where SWs receive summer stipends, the university shall not reduce such stipends. The University shall not require SWs to perform additional duties during the summer term in departments or programs that did not require such duties prior to this agreement in order to receive the summer stipend.

Section 5. SWs with one or more positions shall be entitled to all of the earnings/salary/wages from all of their positions.

Section 6. Rates in this Article are minimums, and individuals or groups may be paid higher rates. Any SW compensation rate, already above the new minimum shall be increased by 5% upon the signing of this contract.

Section 7. Any department, school, or program that pays a SW an additional amount for additional work on top of their stipend/salary/wages shall continue to pay that additional amount. The additional pay shall increase by 4.25% or the rate of inflation (as defined by CPI-U), whichever is greater.

Section 8. The University shall enable all hourly SWs to enter their hours online, through PeopleSoft or comparable software.

Section 9. The university shall pay all SWs on time, commencing on the first pay day following the beginning of duties. Hourly SWs shall be paid within one week of the end of the weekly pay period in which hours are submitted.

Section 10. If the University fails to meet the deadlines in Section 10, the University shall pay the SW within 24 hours of notification by the SW or the Union, and the University shall

reimburse any associated costs, including but not limited to late payment fees or banking fees caused by the delay.

Section 11. If the University makes an error in payment to a SW, the University shall pay the SW any difference owed to the SW within 24 hours of notification by the SW or the Union, and the University shall reimburse any associated costs, including but not limited to late payment fees or banking fees caused by the error.

Section 12. If the university, in error, pays a SW more than it had agreed to pay in the SW's employment appointment letter, the university must promptly inform the SW and the union in writing of the specific amount of the overpayment and the date on which the overpayment occurred.

- a. If the university informs the SW and the union of the overpayment within five (5) business days of the date the university overpaid the SW, the university may request that the SW repay the overpaid wages/stipend/salary within twenty (20) business days of the notice, unless the repayment results in the SW being paid less than the Massachusetts minimum wage.
- b. If the university informs the SW and the union of the overpayment within six (6) months of the date the university overpaid the SW, the university must negotiate a repayment plan with the SW and the Union. The SW cannot be required to pay back an amount that would result in the SW being paid less than the Massachusetts minimum wage and in no case can the SW be required to pay back more than \$200/month.
- c. If the university fails to inform the SW and the union of the overpayment within six (6) months of the date the university overpaid the SW, the university forfeits the right to recover the overpayment.